



UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

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DEFENSIVE AERIAL GUNNER

AFSC 111X0

AFPT 90-111-843

MARCH 1989

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

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PREFACE

This report presents the results of an Air Force occupational survey of the Defensive Aerial Gunner (AFSC 111X0) career ladder. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

Mr Roberto Salinas developed the survey instrument, Mr Wayne Fruge provided computer programming support, and Ms Raquel A. Soliz provided administrative support. Mr Daniel E. Dreher analyzed the data and wrote the final report. Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center, reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections and other interested training and management personnel. Additional copies may be requested from the Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

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SUMMARY OF RESULTS

1. Survey Coverage: This report is based on data collected from 304 respondents constituting 56 percent of all assigned AFSC 111X0 personnel.
2. Career Ladder Structure: Survey data show there are essentially six career ladder jobs: B-52G Gunner, B-52G Instructor, B-52H Gunner, B-52H Instructor, Training Manager, and Staff Personnel. Because all AFSC 111X0 personnel must maintain technical proficiency, members of all six jobs perform many common aircrew and fire control system tasks. Instructors, training managers, and staff personnel were identified separately because of time they spend on tasks related to these three specific jobs.
3. Career Ladder Progression: This career ladder is not typical in that there is no distinct core of traditional supervisors. Instead, AFSC 111X0 personnel fill a one-deep enlisted position aboard an aircraft where all activities are under the direction of the aircraft commander. Instructors and trainers hold the 7-skill level, while managers and HQ staff personnel hold the 9-skill level.
4. Training Considerations: Because gunners fill a one-deep position aboard the aircraft, they must be proficient on the weapon system following basic qualification training. Their technical proficiency is documented in an aircrew training folder instead of on the STS. The STS is used by specialty knowledge test rewrite teams to develop promotion test outlines. The STS was reviewed with this in mind, while the POI for the qualification course was reviewed in the normal manner.
5. Job Satisfaction: Overall satisfaction indicators are satisfactory and have remained stable over the last 6 years. Survey data show first-enlistment gunners find their job less interesting than their counterparts in a related enlisted aircrew AFSC, and B-52H Gunners, in general, feel their talents and training are not used as well as they would like.
6. Implications: Survey data show the STS and POI are well supported. Even though SAC does not use the STS in the typical manner, the materials included are appropriate. Survey data show the content of the qualification course is also appropriate for the specialty.

OCCUPATIONAL SURVEY REPORT
DEFENSIVE AERIAL GUNNER
(AFSC 111X0)

INTRODUCTION

This is a report of an occupational survey of the Defensive Aerial Gunner (AFSC 111X0) career ladder completed by the USAF Occupational Measurement Center in January 1989. This career ladder was last surveyed in 1982. Since the last report, the B-52D has been removed from the Air Force inventory and all D-model training eliminated. The present survey was requested by HQ SAC/ DOTTA (Bomber Aircrew Training) to validate a tentative Specialty Training Standard and October 1988 plan of instruction for the entry-level course.

Background

AFR 39-1 Specialty Description states that AFSC 111X0 personnel operate defensive aerial gunnery and satellite communications systems and perform aircrew functions in training, combat, testing, or experimental conditions. They also instruct aerial gunnery and satellite communications systems operation.

Defensive Aerial Gunners enter the career ladder by attending the Enlisted Undergraduate Aircrew Course taught at Sheppard AFB followed by the water survival course taught at Homestead AFB and the land survival course taught at Fairchild AFB. Those who have not been eliminated to this point attend the 19-week B-52G Defensive Aerial Gunner Combat Crew Training course conducted at Castle AFB which consists of 8 weeks of academics and 11 weeks of flying and Weapon System Instructor (simulator) experience. Because of differences in fire control systems on G and H models, students with assignments to B-52H bases must attend an additional 2-week B-52H specific course conducted at Carswell AFB before they transfer to their first duty station. In addition, gunners transitioning from one model of the B-52 to the other must attend a 2-week Difference Course to orient them to the new fire control system. The B-52H Difference Course is conducted at Carswell AFB, while the B-52G Difference Course is taught at Castle AFB.

SURVEY METHODOLOGY

Data for this survey were collected using USAF Job Inventory AFPT 90-111-843 (April 1988). The Inventory Developer reviewed pertinent career ladder documents, the previous OSR and job inventory, and then prepared a tentative task list. The task list was validated through personal interviews with 23 subject-matter experts at the technical school and at units at the four bases listed below, plus two members TDY to the Occupational Measurement Center to rewrite the AFSC 111X0 Specialty Knowledge Test.

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BASEREASON FOR VISITING BASE

Castle AFB CA	Home of the Defensive Aerial Gunner Combat Crew training school.
Carswell AFB TX	Home of the B-52H follow-on training.
Blytheville AFB AR	Base with a diversified B-52 mission.
Minot AFB ND	B-52H wing.

The final inventory contains 482 tasks grouped under 16 duty headings and standard background questions asking for DAFSC, organization of assignment, MAJCOM, duty title, TAFMS, and time in career ladder. There are additional questions asking respondents to indicate the aircraft they are currently qualified on and equipment they use or operate on the job. Functional personnel will use responses to these questions to evaluate training and how AFSC 111X0 personnel are being used in the field.

Survey Administration

From July through November 1988, Consolidated Base Personnel Offices at operational bases worldwide administered the surveys to AFSC 111X0 personnel selected from a computer-generated mailing list provided by the Air Force Human Resources Laboratory. Respondents were asked to complete the identification and biographical information section first, go through the booklet and mark all tasks they perform in their current job, and then go back and rate each task they marked on a 9-point scale reflecting the relative amount of time spent on each task. Time spent ratings range from 1 (indicating a very small amount of time spent) to 9 (indicating a very large amount of time spent).

To determine relative time spent for each task checked by a respondent, all of a respondent's ratings are assumed to account for 100 percent of time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average time spent.

Survey Sample

Because there are only 543 AFSC 111X0 personnel in the career ladder, every member not about to retire, not about to make a PCS move, or having more than 6 weeks on the job received a survey booklet. The final sample included responses from 304 members. As shown in Table 1, there are more than twice as many respondents associated with the B-52G as the B-52H, which is consistent with the actual numbers of aircraft in the inventory. Figures in Table 2 show there is a representative proportion of paygrades in the sample as compared to the population.

TABLE 1
AIRCRAFT REPRESENTATION OF SAMPLE

<u>AIRCRAFT</u>	<u>PERCENT OF TOTAL MAILED</u>	<u>PERCENT OF SAMPLE</u>
B-52G	67%	71%
B-52H	33%	29%

TOTAL ASSIGNED = 543
 TOTAL ELIGIBLE = 475
 TOTAL IN FINAL SAMPLE = 304
 PERCENT OF ASSIGNED IN SAMPLE = 56%
 PERCENT OF ELIGIBLE IN SAMPLE = 64%

TABLE 2
PAYGRADE REPRESENTATION OF SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	28%	21%
E-4	18%	18%
E-5	22%	25%
E-6	17%	20%
E-7	11%	12%
E-8	3%	3%
E-9	*	1%

* Denotes less than 1 percent

Data Processing and Analysis

Once the job inventories are received from the field, demographic data, such as name, duty AFSC, and time in career ladder, are manually entered to form one computer file. Responses to task statements and background information, on the other hand, are optically scanned to become another computer file. The two files are merged to form one complete case record for each respondent. Comprehensive Occupational Data Analysis Programs (CODAP) then create a job description for each respondent, as well as composite job descriptions for members of various demographic groups. These job descriptions are used for much of the occupational analysis.

Task Factor Administration

Personnel who make decisions about career ladder documents and training programs need task factor data (training emphasis (TE) and task difficulty (TD) ratings) as well as job descriptions. The survey process provides these data by asking selected E-6 and E-7 supervisors to complete either a TE or TD booklet. These booklets are processed separately from the job inventories and TE and TD data are used in several analyses discussed later in this report.

Training Emphasis (TE). TE is the amount of structured training that first-enlistment personnel need to perform tasks successfully. Structured training is defined as training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. Fifty-two experienced AFSC 11170 supervisors rated the tasks in the inventory on a 10-point training emphasis scale ranging from 0 (no training required) to 9 (much structured training required). The interrater reliability for these 52 supervisors is acceptable.

TE ratings, when used with percent members performing values and task difficulty ratings, can help validate the need for organized training and provide insight into the 3-skill level training codes needed on individual STS elements.

Task Difficulty (TD). TD is defined as an estimate of the length of time the average airman takes to learn how to perform each task listed in the inventory. Fifty-two experienced AFSC 11170 supervisors rated the difficulty of the tasks in the inventory on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Ratings are adjusted so tasks of average difficulty have a value of 5.0. Interrater reliability for TD ratings is also acceptable.

The computer uses the TE and TD ratings for each task in the inventory, percent of first-enlistment respondents performing, and the training decision table found in AFR 52-22 to compute an Automated Training Indicator (ATI) value for each task. This ATI, the TE and TD values, as well as percent of various groups of respondents performing are the data used to make decisions about training requirements. These data are discussed later in the TRAINING ANALYSIS section of the OSR.

AFSC 111XO PERSONNEL IN CAREER LADDER JOBS

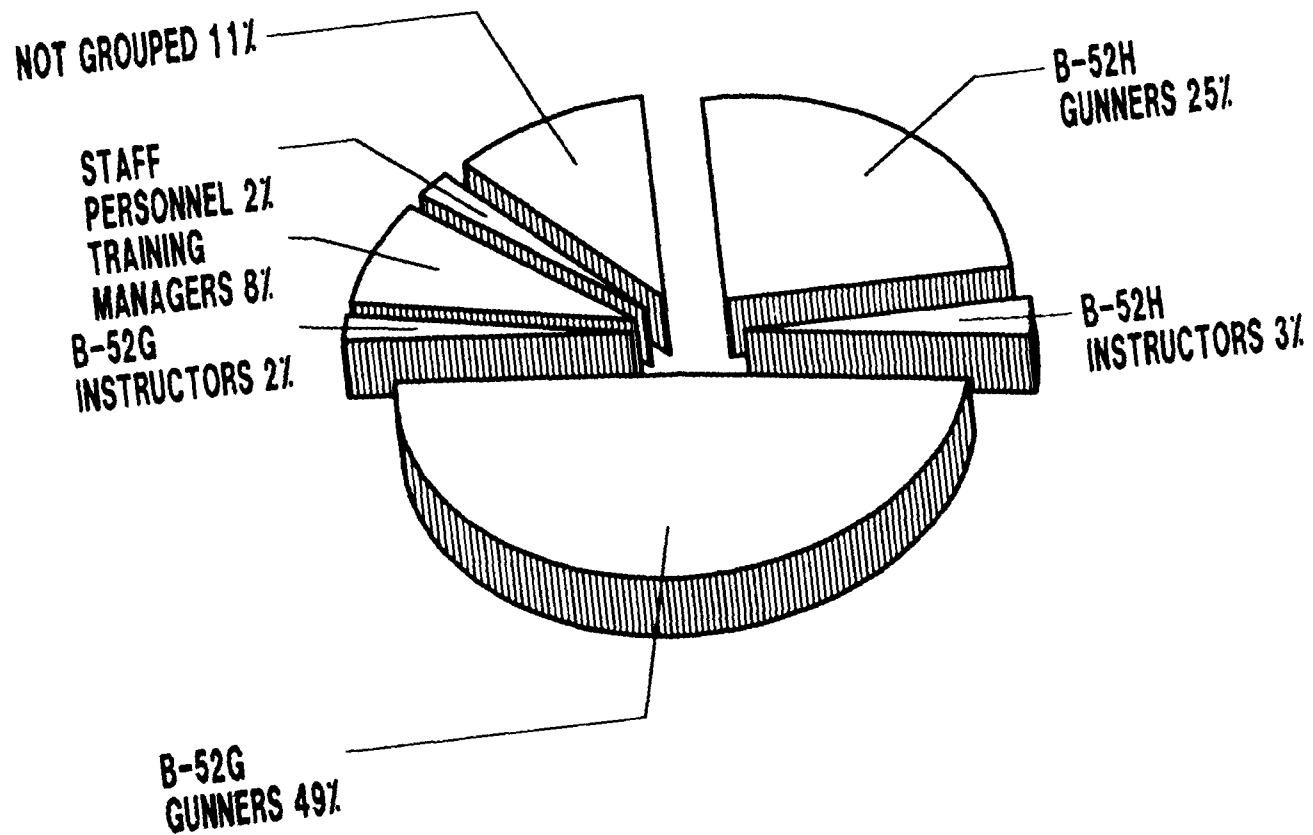


FIGURE 1

SPECIALTY JOBS (Career Ladder Structure)

The first step in the analysis process is to identify the structure of the career ladder in terms of jobs performed. CODAP assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on the tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, new members are added to this initial group, or new groups are formed based on the similarity of tasks and time spent ratings. This process continues until all respondents have been included in a group.

The basic group that CODAP uses in the clustering process is a job, or those individuals who perform many of the same tasks and spend a similar amount of time performing them. When several jobs are similar, they form a cluster. If members of a job perform tasks so different they cannot be included in a cluster, they are referred to as being an independent job. These definitions were used to describe the Defensive Aerial Gunner specialty and the variations in jobs within the specialty. In addition, this information was used to evaluate the accuracy and completeness of AFR 39-1 Specialty Descriptions, the Specialty Training Standard, and how members of the career ladder are being used.

Overview

Survey data show there are essentially six jobs in this career ladder: B-52H Gunners, B-52H Instructors, B-52G Gunners, B-52G Instructors, Training Managers, and Staff Personnel (Figure 1). Gunners on the two B-52 models perform many common aircrew tasks but are identified separately because they perform tasks related to one of the two fire control systems. Because all AFSC 111X0 personnel must maintain technical proficiency, staff personnel, managers, and instructors also perform many common gunner and aircrew tasks. They are distinguished, however, by the time they spend on tasks related to managing the career ladder, providing ground training, flight evaluation, or conducting initial qualification training.

The six jobs are listed below. The relative time respondents spend on duties is presented in Table 3, while selected background information on members working in each job is presented in Table 4. The Stage (STG) or Group (GRP) number beside the job title is a reference number assigned by CODAP to identify a group of respondents, and the letter "N" refers to the number of respondents in each job.

TABLE 3

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY MEMBERS OF CAREER LADDER JOBS

DUTIES	B-52H GUNNERS (N=77)	B-52H INSTRUCTORS (N=9)	B-52G GUNNERS (N=150)	B-52G INSTRUCTORS (N=5)	TRAINING MANAGERS (N=24)	STAFF PERSONNEL (N=5)
A ORGANIZING AND PLANNING	1	6	1	3	6	9
B DIRECTING AND IMPLEMENTING	*	5	*	2	5	6
C INSPECTING AND EVALUATING	*	4	*	2	5	5
D TRAINING	2	10	3	9	10	5
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	3	4	3	4	5	3
F PERFORMING COMMON AIRCREW TASKS	23	17	21	16	16	14
G MISSION PLANNING	13	9	13	12	10	10
H PERFORMING PREFLIGHT PROCEDURES	4	2	4	4	2	3
I PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	3	2	3	3	2	2
J PERFORMING CRUISE OR LOW LEVEL PROCEDURES	17	12	15	15	11	10
K PERFORMING ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTION ANALYSIS	-	-	17	19	13	13
L PERFORMING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTION ANALYSIS	13	14	*	-	-	15
M PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	4	3	4	3	2	4
N PERFORMING ALERT PROCEDURES	5	2	4	-	2	-
O PERFORMING RECURRING GROUND TRAINING PROCEDURES	5	5	4	4	4	*
P PERFORMING WEAPON SYSTEM TRAINER (WST) FUNCTIONS	6	6	6	4	6	*

* Denotes less than 1 percent

- Denotes 0 Percent

TABLE 4

SELECTED BACKGROUND INFORMATION OF MEMBERS IN CAREER LADDER JOBS
(PERCENT RESPONDING)

	B-52H GUNNERS	B-52H INSTRUCTORS	B-52G GUNNERS	B-52G INSTRUCTORS	TRAINING MANAGERS	STAFF PERSONNEL
NUMBER IN GROUP	77	9	150	5	24	5
PERCENT OF SAMPLE	25%	3%	49%	2%	8%	2%
DAFSC DISTRIBUTION						
11130	8%	-	14%	-	-	-
11150	61%	33%	43%	20%	13%	-
11170	31%	33%	41%	80%	58%	80%
11190	-	33%	2%	-	21%	-
11100	-	-	-	-	8%	20%
PAYGRADE DISTRIBUTION						
E-1 TO E-3	32%	-	25%	-	-	-
E-4	25%	22%	21%	20%	8%	-
E-5	25%	11%	29%	40%	17%	-
E-6	16%	22%	18%	40%	25%	20%
E-7	4%	33%	6%	-	33%	60%
E-8	-	11%	*	-	13%	20%
E-9	-	-	-	-	4%	-
PERCENT FIRST ENLISTMENT	46%	-	36%	-	-	-
PERCENT SUPERVISING	1%	11%	9%	60%	38%	-
AVERAGE TASKS PERFORMED	227	329	194	213	314	258

* Denotes less than 1 percent

- Denotes 0 percent

- I. B-52H GUNNERS (STG032, N=77)
- II. B-52H INSTRUCTORS (STG036, N=9)
- III. B-52G GUNNERS (GRP024, N=150)
- IV. B-52G INSTRUCTORS (STG047, N=5)
- V. TRAINING MANAGERS (STG044, N=24)
- VI. STAFF PERSONNEL (STG023, N=5)

Descriptions of each job are presented below and representative tasks performed by respondents in each job are listed in Appendix A.

I. B-52H GUNNERS (STG032, N=77). Gunner is the core job of the career ladder. Since there are only four B-52H bases, there are only about a third as many H-model gunners as G-model gunners. B-52H Gunners spend 23 percent of their duty time performing common aircrew tasks, 17 percent on cruise or low level procedures, 13 percent on mission planning, 13 percent analyzing ASG-21 Fire Control System (FCS) malfunctions, with the remaining 34 percent of time distributed among the other duties. Nearly half are in their first enlistment, 61 percent hold the 5-skill level, 31 percent hold the 7-skill level, and a majority are in paygrades E-1 to E-5. B-52H Gunners perform an average of 227 tasks and, in terms of most time spent, are distinguished by the following tasks:

- operate B-52H FCS in manual configuration
- prepare pilot high altitude route maps
- receive AFSATCOM messages
- perform manual target acquisition (MTA) on B-52H
- transmit AFSATCOM messages
- perform interior inspections
- select optimum mode/configuration for FCS operations
- perform fire control checkout procedures

II. B-52H INSTRUCTORS (STG036, N=9). Because instructors are also aircrew members, they spend 17 percent of their time on common aircrew duties, 14 percent analyzing ASG-21 FCS malfunctions, 12 percent performing cruise or low level procedures, 9 percent on mission planning, and 10 percent on training. Lesser amounts of time are spent on the other duties. Six are paygrades E-6 to E-8, three hold the 5-skill level, three hold the 7-skill level, and three hold the 9-skill level. B-52H Instructors average 100 months time in career ladder and 151 months TAFMS. They perform an average of 329 tasks, including the following training and aircrew tasks:

- advise unit gunners of latest equipment modifications or procedures
- supervise Apprentice Defensive Aerial Gunners (AFSC 11130)
- evaluate progress of students
- prepare training accomplishment and progress reports (TAPR)
- prepare briefings
- review bomber defensive tactics
- develop resident course, curriculum materials, or continuation training materials
- perform malfunction analysis when ASG-21 has weak video and/or range markers are very weak

III. B-52G GUNNERS (STG024, N=150). B-52G Gunners make up nearly half the sample. Like B-52H Gunners, a majority hold the 5- and 7-skill levels and are in paygrades E-1 to E-5, and 36 percent are in their first enlistment. They spend 21 percent of their duty time performing common aircrew tasks, 17 percent analyzing ASG-15 Fire Control System malfunctions, 15 percent performing cruise or low-level procedures, and 13 percent on mission planning. The remaining 34 percent of time is spent on the other duties. B-52G Gunners perform an average of 194 tasks, many of which are the same tasks B-52H gunners perform, as shown below:

- perform fire control checkout procedures
- receive AFSATCOM messages
- select optimum mode/configuration for FCS operations
- perform interior inspections
- operate B-52G FCS in normal modes
- transmit AFSATCOM messages
- coordinate FCS activities with crew
- perform after engine start/before takeoff procedures
- perform system operational checks

On the basis of survey data, two subgroups exist within the overall B-52G Gunner job. Members of these subgroups perform many of the same tasks but differ slightly by the amount of time they spend performing specific tasks.

There are 37 less experienced gunners who spend more time performing fewer basic gunner tasks. There are also 103 respondents who indicate they perform a mixture of the basic gunner tasks and tasks related to squadron training and standard evaluation. The differences between the groups is slight since nearly all respondents indicate they spend most of their time on tasks related to the gunner job.

IV. B-52G INSTRUCTORS (STG047, N=5). These are resident course instructors at Castle AFB. They also perform the many common gunner tasks along with teaching. Consequently, they spend 19 percent of their duty time analyzing

ASG-15 Fire Control System malfunctions, 16 percent on common aircrew tasks, 15 percent performing cruise or low-level procedures, 12 percent planing missions, 9 percent training, and lesser amounts on the other duties. Four hold the 7-skill level and one holds the 5-skill level. These instructors perform an average of 213 tasks and, in terms of most time spent, are distinguished by performing the following tasks:

- conduct initial qualification training
- maintain current status of flight manuals, safety and operational supplements, and flight crew checklists
- participate in mission planning morning briefings
- review training progress with students
- perform fire control checkout procedures
- administer tests
- prepare aircrew training device forms
- perform interior inspections
- conduct FCS activity briefings

V. TRAINING MANAGERS (STG044, N=24). This is a group of more senior AFSC 111X0 personnel, most of whom report having the job title of Program Manager. Over half hold the 7-skill level and eight indicate they are supervisors. They also divide their time between gunner and administrative duties as they spend 16 percent of their time on common aircrew tasks, 13 percent analyzing ASG-15 malfunctions, 11 percent performing cruise or low-level functions, 10 percent on training, 10 percent on mission planning, and lesser amounts on the other duties. Training Managers are distinguished by the time they spend on the following tasks:

- participate in fire control equipment seminars
- receive AFSATCOM messages
- score tests
- conduct FCS activity briefings
- advise unit gunners of latest equipment modifications or procedures
- operate B-52G FCS in normal mode
- establish performance standards for subordinates
- prepare AFSATCOM reports

VI. STAFF PERSONNEL (STG023, N=5). These are the most senior AFSC 111X0 personnel, having an average of 150 months in the career ladder and 201 months TAFMS. Three are assigned to HQ SAC at Offutt AFB, while the other two are at HQ positions at other bases. Like all other AFSC 111X0 personnel, they must maintain proficiency in aircraft. It is interesting to note they are the only group working with fire control systems on both aircraft. They spend 15 percent of their time analyzing malfunctions on the ASG-21 system and 13 percent on the ASG-15 system, 14 percent performing common aircrew tasks, 10

percent planning missions, and 9 percent (more than members of any other group) organizing and planning, and the remainder on the other duties. They are distinguished by the time they spend on the following tasks:

- write correspondence
- write staff studies, surveys, or special reports
- prepare briefings
- determine mission priorities
- determine requirements for space, personnel, equipment,
or supplies
- establish organizational policies, operating instructions
(OI), or standard operating procedures (SOP)
- participate in planning or higher headquarters directed
(HHD) missions

Comparison to Previous Survey

Jobs identified in the present survey were compared to those reported in the 1982 OSR (see Table 5). The major difference between present and previous jobs is that the B-52D is no longer in the Air Force inventory. There are still B-52G and B-52H Gunners and Instructors, Training, and Staff Personnel. The slight differences shown in Table 5 may be attributed to newly developed CODAP task clustering procedures and recent changes in job typing policy. Task clustering identifies groups of tasks which are co-performed which, in turn, helps better identify jobs performed in the career ladder. A recent job typing policy change allows smaller groups of respondents who perform only a few distinctive tasks to be included in larger more descriptive groups.

Summary

The six jobs performed by AFSC 111X0 personnel account for 89 percent of the total sample. The remaining 11 percent (34 respondents) either perform such a variety of tasks or have such an unusual emphasis on certain tasks that the CODAP programs could not include them in any groups of meaningful size. The jobs identified above support the current classification structure of the career ladder.

CAREER LADDER PROGRESSION

Analysis of DAFSC groups, together with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed by members of the various skill level groups which, in turn, may be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the Speciality Training Standard (STS), reflect what members of the various skill-level groups are doing.

TABLE 5
COMPARISON OF CAREER LADDER STRUCTURE FOR
CURRENT AND PREVIOUS SURVEY

<u>JOBS IDENTIFIED IN 1989</u>	<u>JOBS IDENTIFIED IN 1982</u>
I. OPERATIONAL GUNNERS	I. OPERATIONAL GUNNERS
A. B-52H GUNNERS	A. B-52D GUNNERS
B. B-52H INSTRUCTORS	B. B-52D CCTS INSTRUCTORS
C. B-52G GUNNERS	C. B-52G GUNNERS
D. B-52G INSTRUCTORS	D. B-52G/H CCTS INSTRUCTORS
E. TRAINING MANAGERS	E. B-52H GUNNERS
II. STAFF PERSONNEL	II. STAFF MANAGERS

The distribution of skill-level groups across the specialty jobs is displayed in Table 6, while relative time members of the various DAFSC groups spend on duties is shown in Table 7. These data show that, while members of all skill levels perform common aircrew tasks, mission planning, and fire control system analysis, there is a definite trend for members with higher skill levels to devote more time to training, supervisory, and administrative tasks. Basically, 3- and 5-skill level personnel spend more time on technical duties, 7-skill level members are instructors, and 9-skill level members manage the career ladder.

Skill Level Descriptions

DAFSC 11130/50. DAFSC 11130/50 respondents constitute half the sample and have an 89 percent-time-spent overlap on common tasks, indicating they perform essentially the same job. Because of the high overlap, a combined job description was created and used in further analyses. As shown in Table 6, all 3-skill level members and most DAFSC 11150 members are gunners. A few 5-skill level respondents are instructors and training managers. Representative tasks performed by DAFSC 11130/50 members perform are listed in Appendix B, Table B1, and deal with basic Defensive Aerial Gunner responsibilities.

DAFSC 11170. Seven-skill level personnel constitute 42 percent of the sample and, as shown in Table 6, are involved in not only the core gunner job, but in instructing and managing training. Seven-skill level members do not have the typical role of supervisor as gunners fill a one-deep aircrew position and the aircraft commander is the supervisor. The role of the 7-skill level member as an instructor and training manager is clearly shown by representative tasks performed (Appendix B, Table B2) and by tasks that best differentiate between 3-/5- and 7-skill level members shown in Table 8. A much higher percentage of 7-skill level members perform tasks related directly to training. Sixteen 7-skill level respondents perform such a variety of tasks, or have such an unusual emphasis on certain tasks, CODAP programs could not include them in any group of meaningful size.

DAFSC 11190. Five of the 9-skill level respondents are Training Managers, three are B-52H Instructors, three are B-52G Gunners, and eight perform such a variety of tasks, or have such an unusual emphasis on certain tasks, that they, too, could not be identified with members of the six jobs identified or included in a group of meaningful size. Tasks that best distinguish between DAFSC 11170 and 11190 members are listed in Table 9 and show 7-skill level members perform more aircrew activities, while 9-skill level members are more involved with administrative functions.

DAFSC 11100. There are only eight CEMs in the career ladder, with five included in the sample. Three of the five in the sample are assigned to HQ SAC at Offutt AFB and the other two are at separate bases. Only three of the five in the sample could be included in the jobs identified. CEMs appear more involved in training than members of other skill levels, as shown by tasks which best differentiate between DAFSC 11190 and 11100 personnel, shown in Table 10.

TABLE 6
SKILL-LEVEL MEMBERS IN CAREER LADDER JOBS

JOBS	DAFSC			
	11130/50 (N=153)	11170 (N=127)	11190 (N=19)	11100 (N=5)
B-52H GUNNERS	31%	19%	-	-
B-52H INSTRUCTORS	1%	2%	16%	-
B-52G GUNNERS	57%	49%	16%	-
B-52G INSTRUCTOR	*	3%	-	-
TRAINING MANAGERS	1%	11%	26%	40%
STAFF PERSONNEL	-	3%	-	20%
NOT GROUPED	9%	13%	42%	40%

* Denotes less than 1 percent
- Denotes 0 percent

TABLE 7
RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES
BY MEMBERS OF SKILL-LEVEL GROUPS

DUTIES	11130/50 (N=153)	11170 (N=127)	11190/00 (N=24)
A ORGANIZING AND PLANNING	2	3	8
B DIRECTING AND IMPLEMENTING	*	2	7
C INSPECTING AND EVALUATING	*	3	6
D TRAINING	2	6	9
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	2	4	5
F PERFORMING COMMON AIRCREW TASKS	22	19	15
G MISSION PLANNING	13	11	10
H PERFORMING PREFLIGHT PROCEDURES	4	3	3
I PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	3	3	3
J PERFORMING CRUISE OR LOW LEVEL PROCEDURES	16	13	12
K PERFORMING ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTION ANALYSIS	10	13	9
L PERFORMING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTION ANALYSIS	5	4	3
M PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	4	3	3
N PERFORMING ALERT PROCEDURES	5	3	*
O PERFORMING RECURRING GROUND TRAINING PROCEDURES	5	5	4
P PERFORMING WEAPON SYSTEM TRAINER (WST) FUNCTIONS	6	6	4

* Denotes less than 1 percent

- Denotes 0 percent

TABLE 8

EXAMPLES OF TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 11130/50 AND DAFSC 11170 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	11130/50 (N=153)	11170 (N=127)	DIFF
N417 PERFORM NO-LONE-ZONE SECURITY PROCEDURES	80	54	26
N410 PARTICIPATE IN DAILY ALERT BRIEFINGS	79	54	25
N409 PARTICIPATE IN ASSUMPTION OF ALERT BRIEFINGS	82	57	25
N420 PERFORM SMALL ARMS RECEIPT, PICK-UP, OR TURN-IN	78	56	22
N416 PERFORM GROUND CREW NUMBER TWO SCRAMBLE CHECKLIST	76	55	21
P466 PRACTICE EMERGENCY WAR ORDER (EWO) SORTIES IN WST	81	60	21

D077 CONDUCT CRITIQUES	20	80	-60
B026 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	12	64	-52
B045 WRITE CORRESPONDENCE	9	58	-49
O431 PARTICIPATE IN MONTHLY INSTRUCTOR SEMINARS	27	76	-49
D104 SCORE TESTS	20	69	-49
D074 ADMINISTER TESTS	20	65	-45

TABLE 9

EXAMPLES OF TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 11170 AND DAFSC 11190 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	11170 (N=127)	11190 (N=19)	DIFF
F174 PERFORM SMALL ARMS QUALIFICATION	84	47	37
M405 PERFORM STRANGE FIELD DISARMING PROCEDURES	72	37	35
O424 PARTICIPATE IN COMMAND CONTROL PROCEDURAL CLASSES	76	42	34
F188 REMOVE INLET COVERS	54	21	33
F139 INSTALL INLET COVERS	57	26	31
F157 PERFORM AIRCRAFT GROUNDING PROCEDURES	67	37	29

A8 ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS, OR STANDARD OPERATING PROCEDURES	25	100	-75
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	9	68	-59
C71 SELECT INDIVIDUALS FOR SPECIALIZED TRAINING	23	68	-45
A3 DETERMINE MISSION PRIORITIES	42	84	-42
B45 WRITE CORRESPONDENCE	58	100	-42
A9 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	39	79	-40

TABLE 10

EXAMPLES OF TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 11190 AND DAFSC 11100 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	11190 (N=19)	11100 (N=5)	DIFF
J273 PERFORM FIREOUT PROCEDURES	79	40	39
J295 PERFORM STATION KEEPING PROCEDURES	79	40	39
P440 COORDINATE WST COURSE SCHEDULES AND ATTENDEES WITH OFFICE OF PRIMARY RESPONSIBILITY (OPR)	37	-	37
P443 MONITOR CONSOLE OPERATORS	37	-	37
J281 PERFORM HIGH TARGET EXERCISES (HTE)	95	60	35
J284 PERFORM LOW TARGET EXERCISES (LTE)	95	60	35

E108 MAINTAIN SAC FORMS 663 (GUNNERY TRAINING MONTHLY RECAP)	37	100	-63
D94 EVALUATE LESSON PLANS FOR T-1 TRAINERS	21	80	-59
C59 EVALUATE SECURITY PROGRAMS	21	80	-59
B35 IMPLEMENT SECURITY PROGRAMS OR PROCEDURES	21	80	-59
D97 EVALUATE SUGGESTIONS	42	100	-58
D92 EVALUATE LESSON PLANS FOR COMBAT CREW TRAINING COURSES	26	80	-54

- Denotes 0 percent

Summary

This career ladder is unique in that members with higher skill levels do not have the typical supervisor role. Instead, as aircrew members, Defensive Aerial Gunners are under the supervision of the aircraft commander. Three- and 5-skill level members perform the basic gunner tasks, 7-skill level members generally are instructors, 9-skill level members generally are the training managers, while CEM code personnel are the typical career ladder managers.

AFR 39-1 SPECIALTY JOB DESCRIPTION ANALYSIS

The current AFR 39-1 Specialty Descriptions for the career ladder were compared to job descriptions for each job identified and for each DAFSC group. Survey data support the current AFR 39-1 Specialty Descriptions.

TRAINING ANALYSIS

Occupational survey data are a source of information used to evaluate the training documents for the specialty. The three most commonly used types of data are: (1) percent of first-enlistment personnel performing tasks, (2) ratings of how much TE tasks should receive in the basic resident course, and (3) ratings of relative difficulty of tasks. These data were used to evaluate the Specialty Training Standard and the POI for the basic course taught at Castle AFB.

Secondary factors (TE and TD) may be used in conjunction with percent members performing figures to determine what tasks should be emphasized in entry-level training. Tasks with high TE and TD ratings and performed by moderate to high percentages of first-enlistment personnel normally are taught in resident courses while tasks with high TE and TD ratings and low percentages of first-enlistment personnel performing may be more appropriate for OJT. Tasks rated low in TE and TD generally are not included in any formal training unless their inclusion can be justified by percent members performing, command concerns, or criticality. Products in the Training Extract contain several listings of tasks with accompanying TE and TD ratings, ATI, and percent members performing figures. Training personnel will find these listings extremely helpful in reviewing training requirements for the AFSC 111X0 career ladder.

Table 11 lists tasks with the highest TE ratings with accompanying first job (1-24 months TAFMS), first enlistment (1-48 months TAFMS), and TD ratings shown. Most of these are aircrew tasks performed by very high percentages of both first-job and first-enlistment gunners, with fairly high TD ratings as well.

TABLE 11

TASKS WITH HIGHEST TE RATINGS

TASKS	TNG EMPH	PERCENT MEMBERS PERFORMING			TASK DIFF
		1-24 TAFMS (N=31)	1-48 TAFMS (N=89)		
J282	8.00	100	98		7.21
J299	7.92	100	99		6.27
J270	7.79	100	97		6.34
F144					
MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	7.50	97	93		5.14
J272	7.46	100	99		5.69
G220	7.37	97	94		5.98
J279	7.21	90	91		6.04
F195	7.12	100	99		4.70
J273	7.08	100	96		5.32
E120	6.96	74	80		4.15
J289	6.96	81	81		5.52
G219	6.90	100	96		4.35
G208	6.85	100	98		4.19
O427	6.83	94	90		5.45
P456	6.83	77	82		5.65
J296	6.81	97	96		5.65
J288	6.77	100	99		4.66
P471	6.73	87	87		5.60
F130					
ADVISE MAINTENANCE PERSONNEL IN IDENTIFYING AIRCRAFT SYSTEMS MALFUNCTIONS	6.71	94	90		4.95
N418	6.71	81	83		6.10
I252	6.69	100	98		5.07
F162	6.63	97	97		5.08
G237					
REVIEW REVISED ORDER OF BAILOUT PROCEDURES FOR FIRE IN CREW COMPARTMENT OR FORWARD WHEEL WELL	6.63	100	93		4.31
O426	6.63	94	91		5.82
N411	6.62	77	81		5.15
E113	6.60	68	66		4.83
F192	6.60	87	87		4.34
P466	6.60	81	2		5.61
F161	6.58	61	69		6.32
P467	6.58	87	87		5.41
PRACTICE EWO PROFILE PROCEDURES IN WST					

TE Mean = 4.02 S.D. = 2.14

TD Mean = 5.00 S.D. = 1.00

Tasks rated highest in TD are listed in Table 12. In contrast to tasks with high TE, most tasks with high TD are administrative and supervisory, rather than technical, and are performed by nearly no first-job personnel and a very low percentage of first-enlistment personnel. The five tasks performed by high percentages of 1-24 and 1-48 MOS TAFMS personnel are aircrew tasks. Note also that only the five technical tasks have high TE, while all others have very low TE, even though they are considered difficult to learn.

The Training Extract contains a listing of the STS, the tasks matched to STS elements, percent first-enlistment personnel performing the tasks, and TE and TD ratings for matched tasks. Copies of the Extract have been forwarded to technical school personnel for their use in reviewing training documents for the career ladder. A summary of that information is presented below.

First-Enlistment Defensive Aerial Gunner Personnel

Eighty-nine survey respondents indicated they are in their first enlistment. As shown by Figure 2, first-enlistment AFSC 111X0 personnel have the job of gunner. Time spent on duties, listed in Table 13, and representative tasks performed, listed in Table 14, confirm this.

Specialty Training Standard (STS)

The tentative Specialty Training Standard (STS) for this AFSC is rather long and deals with not only system knowledge, but also specific performance on aircrew functions. SAC does not use the STS in the typical way to note a training contract between the school and the MAJCOM. Instead, training codes listed by the line items indicate the level of performance required of graduates to function in their one-deep position aboard the aircraft. This is because graduating gunners must be competent on the fire control system and able to perform without supervision. Gunner training proficiency and combat certification are noted in an aircrew training folder and standard aircrew records package rather than on the STS. SAC creates and maintains the STS mainly as an aid for developing specialty knowledge test outlines.

For the purposes of this study, tasks from the job inventory and survey data were matched to the STS line items, as usual. The 329th Combat Crew Training Squadron (CCTS) Gunner and a course instructor did this matching, and the end product was then used to produce a complete listing of the STS with tasks matched to elements, percent members performing the tasks, TE and TD ratings, and ATI values for each matched task. The relevance of each matched STS element was determined using these data and guidelines found in ATCR 52-22.

The first six paragraphs deal with general information, including career ladder progression, security, AFOSH, technical orders and publications, supervision and training, and operations management. Paragraphs 7 through 29 cover technical aspects of the career ladder and nearly all individual line items in these paragraphs had tasks matched. Survey data support all matched STS line

TABLE 12

TASKS WITH HIGHEST TD RATINGS

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING			TNG EMPH
		1-24 TAFMS (N=31)	1-48 TAFMS (N=89)		
C65 INVESTIGATE ACCIDENTS OR INCIDENTS	7.68	-	1		.10
C51 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	7.43	-	1		.02
J282 PERFORM LOW ALTITUDE FIGHTER INTERCEPT PROCEDURES	7.21	100	98		8.00
C73 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	7.19	-	1		.27
B28 DEVELOP AND TEST PROGRAMS FOR WEAPONS SYSTEM TRAINERS (WST)	7.14	-	-		.50
E105 DECODE POSITIVE CONTROL (PC) REPORTS	7.13	19	35		5.13
D85 DEVELOP RESIDENT COURSE, CURRICULUM MATERIALS, OR CONTINUATION TRAINING MATERIALS					
C67 PARTICIPATE ON AIRMAN CLASSIFICATION BOARDS	7.11	-	2		.44
P482 PROGRAM COMPUTER TO GENERATE WST MISSIONS FOR DEFENSIVE STATIONS	7.09	-	-		.06
J256 OPERATE B-52G FCS IN ALTERNATE (EMERGENCY) MODES	6.97	-	1		1.31
P444 OPERATIONALLY CHECK SOFTWARE AND HARDWARE REVISIONS	6.97	55	58		6.40
D86 DEVELOP T-1 PROFILE MISSIONS FOR FCS	6.96	-	1		.50
C70 PREPARE APR	6.85	-	-		.37
D79 CONDUCT INSTRUCTOR UPGRADE TRAINING	6.77	-	3		.85
D78 CONDUCT INITIAL QUALIFICATION TRAINING	6.73	-	3		.77
B43 SUPERVISE DEFENSIVE AERIAL GUNNERS/SUPERINTENDENTS AFSC 11190)	6.71	3	3		1.31
A12 PLAN CONVENTIONAL EMPLOYMENT OF FIRE CONTROL SYSTEMS (FCS)	6.69	-	1		.04
C69 PERFORM STANDARDIZATION EVALUATIONS	6.61	19	19		2.75
B32 IMPLEMENT COST REDUCTION PROGRAMS	6.60	-	-		.85
D87 DEVELOP TESTS FOR EVALUATING AIRCREW TRAINING PROGRESS	6.57	-	1		.52
A13 PLAN EMERGENCY WAR ORDER (EWO) EMPLOYMENT OF FCS	6.57	-	3		.62
C68 PARTICIPATE ON FLIGHT EVALUATION BOARDS	6.57	19	18		2.83
D88 DIRECT OR IMPLEMENT FLIGHT TRAINING PROGRAMS	6.56	-	-		.15
B27 COUNSEL PERSONNEL	6.54	-	2		.73
C72 WRITE CIVILIAN PERFORMANCE RATINGS OR SUPERVISORY APPRAISALS	6.54	3	4		.79
P441 DEVELOP LESSON PLANS FOR WST	6.51	-	-		.04
P442 DEVELOP WST TRAINING SCENARIOS	6.49	-	-		.50
D084 DETERMINE FORMAL FLYING TRAINING COURSE REQUIREMENTS	6.48	-	-		.46
D089 DIRECT OR IMPLEMENT GROUND TRAINING PROGRAMS	6.48	-	-		1.00
	6.47	-	1		.90

- Denotes 0 percent

**FIRST ENLISTMENT AFSC 111X0
IN CAREER LADDER JOBS**

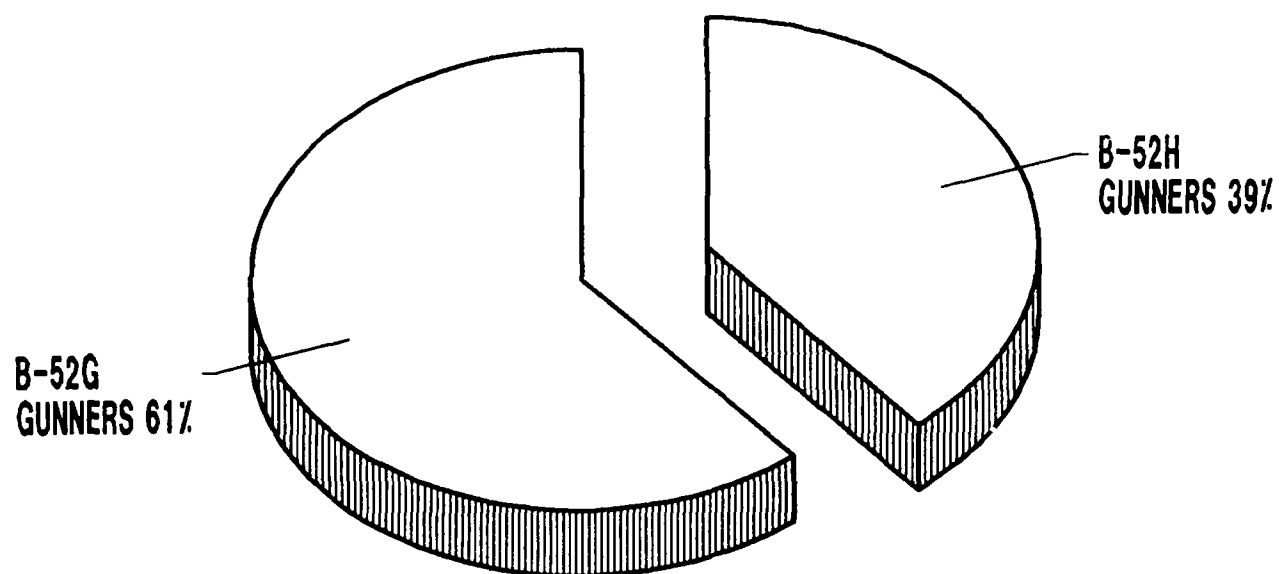


FIGURE 2

TABLE 13
RELATIVE PERCENT OF TIME SPENT
ACROSS DUTIES BY FIRST-ENLISTMENT PERSONNEL

DUTIES	1-48 MOS TAFMS (N=89)
A ORGANIZING AND PLANNING	2
B DIRECTING AND IMPLEMENTING	*
C INSPECTING AND EVALUATING	*
D TRAINING	*
E PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	2
F PERFORMING COMMON AIRCREW TASKS	23
G MISSION PLANNING	13
H PERFORMING PREFLIGHT PROCEDURES	4
I PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	4
J PERFORMING CRUISE OR LOW LEVEL PROCEDURES	17
K PERFORMING ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTION ANALYSIS	10
L PERFORMING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTION ANALYSIS	5
M PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	4
N PERFORMING ALERT PROCEDURES	5
O PERFORMING RECURRING GROUND TRAINING PROCEDURES	4
P PERFORMING WEAPON SYSTEM TRAINER (WST) FUNCTIONS	6

* Denotes less than 1 percent

TABLE 14
REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT
AFSC 111X0 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=89)
G215 PREPARE PILOT HIGH ALTITUDE ROUTE MAPS	99
F180 RECEIVE AFSATCOM MESSAGES	99
F195 TRANSMIT AFSATCOM MESSAGES	99
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	99
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	99
H246 PERFORM INTERIOR INSPECTIONS	99
F177 PICK UP AND INSPECT FLIGHT LUNCHES	99
I249 PERFORM AFTER ENGINE START/BEFORE TAKEOFF PROCEDURES	99
J281 PERFORM HIGH TARGET EXERCISES (HTE)	99
F200 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	99
H247 REVIEW AFTO FORMS 781A (MAINTENANCE DISCREPANCY AND WORK DOCUMENT)	99
F142 LOAD CREW GEAR ON AIRCRAFT	99
I253 PERFORM CLIMB PROCEDURES	99
J284 PERFORM LOW TARGET EXERCISES (LTE)	99
I254 PERFORM EQUIPMENT INTERFERENCE CHECKS	99
J288 PERFORM ON WATCH PROCEDURES	99
F201 UNLOAD CREW GEAR ON AIRCRAFT	99
F146 ORDER AIRCREW FLIGHT LUNCHES	98
F178 PICK UP COFFEE JUGS, WATER JUGS, HOT CUPS, OR OVENS	98
J269 PERFORM CRUISE OXYGEN STATION CHECKS	98
G208 COORDINATE FCS ACTIVITIES WITH CREW	98
H245 PERFORM EXTERIOR INSPECTIONS	98
I251 PERFORM BEFORE ENGINE START PROCEDURES	98
J261 PERFORM AFTER LEVEL OFF PROCEDURES	98
I294 PERFORM STATION CHECKS	98
F148 PARTICIPATE IN CREW MAINTENANCE DEBRIEFINGS	97
J296 PERFORM SYSTEM OPERATIONAL CHECKS	96
F171 PERFORM PERSONAL EQUIPMENT INSPECTION	96
J283 PERFORM LOW LEVEL DESCENT PROCEDURES	96
J268 PERFORM CHAFF DROP MONITORING PROCEDURES	94
G220 REVIEW BOMBER DEFENSIVE TACTICS	94
F144 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	93

items, meaning that most tasks matched are performed by more than 30 percent of first-job, first-enlistment, 5- or 7-skill level members. These data suggest the topics included in the STS are appropriate for the career ladder.

There are several tasks that have high TE ratings (greater than 6.14), are performed by more than 30 percent of the members of the criterion groups, and are not matched to STS line items (see Table 15). Most deal with emergency procedures that are probably taught in the weapons system trainer. These tasks do not appear to suggest topics that need to be added to the STS.

Because the STS does not represent the usual training contract between the school and the MAJCOM, the final step of reviewing the 3-skill level training codes assigned to the supported elements was not done.

Plan of Instruction (POI)

The same personnel (CCTS Gunner and a course instructor) also matched inventory tasks to learning objectives of the Defensive Aerial Gunner Plan of Instruction (POI), dated October 1988. A computer product was created for the POI listing the learning objectives, tasks matched, percent first-job and first-enlistment respondents performing, TE, TD, and ATI values. This product was reviewed to determine what learning objectives are matched to tasks performed by more than 30 percent of first-enlistment members.

All objectives in the POI matched to tasks are supported by survey data, meaning each matched objective has several tasks performed by more than 30 percent of first-enlistment members. These data suggest the course contains appropriate subject material.

In addition, there are several tasks with high TE ratings, performed by more than 30 percent first-job or first-enlistment members that are not matched to learning objectives. These are listed in Table 16. Most deal with practicing combat situations in the Weapon System Trainer and, as this is part of the flightline portion of training, they may not need to be included in the classroom portion of the course.

Summary

Both the STS and POI are supported by survey data. There are some unmatched tasks associated with each document, but these do not suggest any topics that need to be added.

JOB SATISFACTION

Respondents were asked to indicate how interested they are in their jobs, if they feel their talents and training are being used, and if they intend to reenlist. Satisfaction indicators for TAFMS groups in the present study were

TABLE 15

TASKS WITH HIGH TE NOT MATCHED TO AFSC 111X0 STS

TASK	TNG EMPH	1-48 TAFMS (N=89)	11150 (N=126)	11170 (N=127)	TASK DIFF
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	7.92	99	98	98	6.27
G219 REVIEW BAILOUT EJECTION SEAT PROCEDURES	6.90	96	93	93	4.35
J296 PERFORM SYSTEM OPERATIONAL CHECKS	6.81	96	96	92	5.65
J288 PERFORM ON WATCH PROCEDURES	6.77	99	98	97	4.66
G237 REVIEW REVISED ORDER OF BAILOUT PROCEDURES FOR FIRE IN CREW COMPARTMENT OR FORWARD WHEEL WELL	6.63	93	90	91	4.31
N417 PERFORM NO-LONE-ZONE SECURITY PROCEDURES	6.44	90	79	54	4.88
O429 PARTICIPATE IN FIRE CONTROL PROCEDURES SEMINARS	6.42	92	90	82	4.89
G236 REVIEW PRESSURIZED COMPARTMENT FIRE EMERGENCY PROCEDURES	6.17	92	91	90	4.48
G238 REVIEW SMOKE OR FUMES ELIMINATION PROCEDURES	6.17	93	91	91	4.14

TABLE 16

TASKS WITH HIGH TE NOT MATCHED TO AFSC 111X0 POI

TASKS	TNG EMPH	1-24 TAFMS (N=31)	1-48 TAFMS (N=89)	TASK DIFF
P456 PRACTICE DEFENSIVE TEAM COORDINATION IN WST	6.83	77	82	5.65
P471 PRACTICE MALFUNCTION ANALYSIS IN WST	6.73	87	87	5.60
O426 PARTICIPATE IN CREW TACTICS TRAINING	6.63	94	91	5.82
P466 PRACTICE EMERGENCY WAR ORDER (EWO) SORTIES IN WST	6.60	81	82	5.61
P467 PRACTICE EWO PROFILE PROCEDURES IN WST	6.58	87	87	5.41
O428 PARTICIPATE IN FIRE CONTROL EQUIPMENT SEMINARS	6.52	94	89	5.04
P469 PRACTICE INTEGRATED CREW SORTIES IN WST	6.50	81	84	5.52
O429 PARTICIPATE IN FIRE CONTROL PROCEDURES SEMINARS	6.42	97	92	4.89
J277 PERFORM H HOUR CONTROL LINE (HHCL) PROCEDURES	6.25	100	98	4.41
P452 PRACTICE CONVENTIONAL PROFILES IN WST	6.23	74	73	5.13

compared to those of members of a related enlisted aircrew specialty surveyed in 1988. As shown in Table 17, Defensive Aerial Gunners in their first two enlistments find their jobs less interesting than their counterparts in the Airborne Command and Control Communication Equipment specialty. Also, noticeably fewer first-enlistment gunners plan to reenlist. A much higher percentage of career gunners, on the other hand, feel their training is better used than career AFSC 118X1 personnel. Overall, indicators are nearly the same for both specialties.

Satisfaction indicators for TAFMS groups in the present study were compared to figures reported in the 1982 OSR (Table 18). Overall, indicators for both studies are quite similar, with a slightly higher percentage of first-enlistment personnel in the present study reporting their talents and training are used. Generally, the satisfaction has remained rather stable over the last 6 years. This is somewhat unusual when compared with studies of other specialties where job satisfaction indicators generally have improved markedly over the same several years.

And finally, satisfaction indicators for members in the six jobs are shown in Table 19. Most members of the jobs find their work interesting, while fewer B-52H Gunners feel their talents and training are used. Survey data show a lower percentage of training managers intend to reenlist, probably because they are a more senior group and a higher percentage are eligible and plan to retire.

Summary

First- and second-enlistment job satisfaction indicators are somewhat lower for AFSC 111X0 personnel than those reported for a related enlisted aircrew specialty surveyed in 1988, while career indicators are similar. A comparison of indicators for the present and previous study show satisfaction has remained fairly stable over the last 6 years. In addition, job satisfaction indicators for members of most jobs are satisfactory. For some reason, however, a lower percentage of B-52H Gunners feel their talents and training are used, and a higher percentage of Training Managers plan to retire.

IMPLICATIONS

The survey was requested to validate a tentative STS and the plan of instruction for the qualification course. Overall, the content of both documents is well supported. While SAC does not use the STS to document the contract between the school and the MAJCOM, the content is appropriate for the AFSC. Training codes assigned to line items reflect the level of competence graduates must have to function in their one-deep aircrew position. Survey data also show the content of the resident qualification course is appropriate for the specialty.

TABLE 17

COMPARISON OF JOB SATISFACTION INDICATORS FOR TAFMS GROUPS
IN CURRENT STUDY TO A COMPARATIVE SAMPLE
(PERCENT MEMBERS RESPONDING)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	<u>111X0</u> (N=89)	<u>COMP</u> <u>SAMPLE</u> (N=14)	<u>111X0</u> (N=53)	<u>COMP</u> <u>SAMPLE</u> (N=27)	<u>111X0</u> (N=162)	<u>COMP</u> <u>SAMPLE</u> (N=58)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	73	86	69	81	79	76
SO-SO	15	7	13	11	13	14
DULL	8	7	13	7	7	10
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO GOOD	71	71	75	78	83	76
LITTLE OR NOT AT ALL	25	29	19	22	17	24
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO GOOD	93	93	86	85	90	79
LITTLE OR NOT AT ALL	2	7	8	11	9	21
<u>REENLISTMENT INTENTIONS:</u>						
WILL REENLIST	58	93	75	78	83	81
WILL NOT REENLIST	37	7	23	22	4	5
WILL RETIRE	1	-	-	-	12	14

- Denotes 0 percent

NOTE: Related AFSC surveyed in 1988: 118X1 (Airborne Command and Control Communication Equipment)

TABLE 18

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 111X0
TAFMS GROUPS IN CURRENT AND PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1989 (N=89)	1982 (N=90)	1989 (N=53)	1982 (N=120)	1989 (N=162)	1982 (N=234)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	73	73	69	85	79	85
SO-SO	15	16	43	6	13	6
DULL	8	11	13	8	7	8
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO GOOD LITTLE OR NOT AT ALL	71 25	60 40	75 19	71 29	83 17	81 18
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO GOOD LITTLE OR NOT AT ALL	93 2	87 13	86 8	92 7	90 9	90 9
<u>REENLISTMENT INTENTIONS:</u>						
WILL REENLIST	58	61	75	71	63	71
WILL NOT REENLIST	37	39	23	27	4	9
WILL RETIRE	1	-	-	1	12	20

- Denotes 0 percent

TABLE 19

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS OF CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)

	B-52H GUNNERS (N=77)	B-52H INSTRUCTORS (N=9)	B-52G GUNNERS (N=150)	B-52G INSTRUCTORS (N=5)	TRAINING MANAGERS (N=24)	STAFF PERSONNEL (N=5)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	68	100	73	60	92	100
SO-SO	16	-	15	40	-	-
DULL	12	-	9	-	4	-
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO GOOD	64	100	81	80	87	100
LITTLE OR NOT AT ALL	31	-	17	20	13	-
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO GOOD	86	100	93	80	92	100
LITTLE OR NOT AT ALL	9	-	5	20	4	-
<u>REENLISTMENT INTENTIONS:</u>						
WILL REENLIST	69	100	76	100	67	100
WILL NOT REENLIST	25	-	17	-	12	-
WILL RETIRE	6	-	4	-	21	-

- Denotes 0 percent

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS

TABLE A1

GROUP ID NUMBER AND TITLE: STG032, B-52H GUNNERS

NUMBER IN GROUP: 77

PERCENT OF TOTAL SAMPLE: 25%

THE FOLLOWING ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G215 PREPARE PILOT HIGH ALTITUDE ROUTE MAPS	100
F180 RECEIVE AFSATCOM MESSAGES	100
J285 PERFORM MANUAL TARGET ACQUISITION (MTA) ON B-52H	100
F195 TRANSMIT AFSATCOM MESSAGES	100
H246 PERFORM INTERIOR INSPECTIONS	100
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	100
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	100
I249 PERFORM AFTER ENGINE START/BEFORE TAKEOFF PROCEDURES	100
I253 PERFORM CLIMB PROCEDURES	100
J281 PERFORM HIGH TARGET EXERCISES (HTE)	100
F146 ORDER AIRCREW FLIGHT LUNCHES	100
J288 PERFORM ON WATCH PROCEDURES	100
J265 PERFORM AIR REFUELING PROCEDURES ON UNMODIFIED B-52H	100
J284 PERFORM LOW TARGET EXERCISES (LTE)	100
F142 LOAD CREW GEAR ON AIRCRAFT	100
I254 PERFORM EQUIPMENT INTERFERENCE CHECKS	100
F178 PICK UP COFFEE JUGS, WATER JUGS, HOT CUPS, OR OVENS	100
J294 PERFORM STATION CHECKS	100
F200 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	100
F201 UNLOAD CREW GEAR ON AIRCRAFT	100
J287 PERFORM OFF WATCH POINT (OWP) PROCEDURES	100
J264 PERFORM AIR REFUELING PROCEDURES ON MODIFIED B-52H	100
J259 OPERATE B-52H FCS IN MANUAL CONFIGURATIONS	99
J269 PERFORM CRUISE OXYGEN STATION CHECKS	99
H245 PERFORM EXTERIOR INSPECTIONS	99
J283 PERFORM LOW LEVEL DESCENT PROCEDURES	99
J261 PERFORM AFTER LEVEL OFF PROCEDURES	99
I251 PERFORM BEFORE ENGINE START PROCEDURES	99
O424 PARTICIPATE IN COMMAND CONTROL PROCEDURAL (CCP) CLASSES	99
J296 PERFORM SYSTEM OPERATIONAL CHECKS	97
G220 REVIEW BOMBER DEFENSIVE TACTICS	95
F144 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	94
E120 PREPARE SAC FORMS 206	90

TABLE A2

GROUP ID NUMBER AND TITLE: STG036, B-52H INSTRUCTORS

NUMBER IN GROUP: 9

PERCENT OF TOTAL SAMPLE: 3%

THE FOLLOWING ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D75 ADVISE UNIT GUNNERS OF LATEST EQUIPMENT MODIFICATIONS OR PROCEDURES	100
D96 EVALUATE PROGRESS OF STUDENTS	100
E127 PREPARE TRAINING ACCOMPLISHMENT AND PROGRESS REPORTS (TAPR)	100
A18 PREPARE BRIEFINGS	100
G220 REVIEW BOMBER DEFENSIVE TACTICS	100
G231 REVIEW FCS ACTIVITIES ON WEEKLY AIRCREW FLYING SCHEDULES	100
D79 CONDUCT INSTRUCTOR UPGRADE TRAINING	100
D77 CONDUCT CRITIQUES	100
D99 EVALUATE TRAINING METHODS OR TECHNIQUES	100
L385 PERFORM MALFUNCTION ANALYSIS WHEN ASG-21 HAS WEAK VIDEO AND/OR RANGE MARKS ARE VERY WEAK	100
C52 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	100
O426 PARTICIPATE IN CREW TACTICS TRAINING	100
D103 REVIEW TRAINING PROGRESS WITH STUDENTS	100
A23 SCHEDULE FLIGHT TRAINING	100
L384 PERFORM MALFUNCTION ANALYSIS WHEN ASG-21 FREQUENCY CONVERTER TRANSMITTER (FCT) FAILS 1 OR 2	100
A24 SCHEDULE GROUND TRAINING	100
L369 PERFORM MALFUNCTION ANALYSIS FOR ASG-21 WHEN DYNAMIC (DYN) FAILS	100
D82 CONDUCT TRAINING CONFERENCES OR BRIEFINGS	100
D101 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	100
J259 OPERATE B-52H FCS IN MANUAL CONFIGURATIONS	100
L396 PERFORM MALFUNCTION CORRECTIVE ACTIONS ON ASG-21 FCS	100
J270 PERFORM DEFENSIVE/EVASIVE TACTICS	100
G239 REVIEW WEEKLY AIRCREW GROUND TRAINING SCHEDULES	100
D85 DEVELOP RESIDENT COURSE, CURRICULUM MATERIALS, OR CONTINUATION TRAINING MATERIALS	89
B26 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	89
A3 DETERMINE MISSION PRIORITIES	89
B42 SUPERVISE DEFENSIVE AERIAL GUNNERS (AFSC 11150)	89
O429 PARTICIPATE IN FIRE CONTROL PROCEDURES SEMINARS	89
A9 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	89
O427 PARTICIPATE IN FCS MALFUNCTION ANALYSIS SEMINARS	89
P467 PRACTICE EWO PROFILE PROCEDURES IN WST	78
D78 CONDUCT INITIAL QUALIFICATION TRAINING	78

TABLE A3

GROUP ID NUMBER AND TITLE: STG024, B-52G GUNNERS

NUMBER IN GROUP: 150

PERCENT OF TOTAL SAMPLE: 49%

THE FOLLOWING ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
H247 REVIEW AFTO FORMS 781A (MAINTENANCE DISCREPANCY AND WORK DOCUMENT)	100
I253 PERFORM CLIMB PROCEDURES	100
G208 COORDINATE FCS ACTIVITIES WITH CREW	100
I249 PERFORM AFTER ENGINE START/BEFORE TAKEOFF PROCEDURES	100
H245 PERFORM EXTERIOR INSPECTIONS	100
F194 STOW AND SECURE PERSONNEL EQUIPMENT	100
G207 COORDINATE AFSATCOM ACTIVITIES WITH CREW	100
I254 PERFORM EQUIPMENT INTERFERENCE CHECKS	100
F201 UNLOAD CREW GEAR ON AIRCRAFT	99
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	99
F180 RECEIVE AFSATCOM MESSAGES	99
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	99
H246 PERFORM INTERIOR INSPECTIONS	99
J288 PERFORM ON WATCH PROCEDURES	99
F195 TRANSMIT AFSATCOM MESSAGES	99
I251 PERFORM BEFORE ENGINE START PROCEDURES	99
J281 PERFORM HIGH TARGET EXERCISES (HTE)	99
F177 PICK UP AND INSPECT FLIGHT LUNCHES	99
F200 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	99
J256 OPERATE B-52G FCS IN ALTERNATE (EMERGENCY) MODES	99
J284 PERFORM LOW TARGET EXERCISES (LTE)	99
F178 PICK UP COFFEE JUGS, WATER JUGS, HOT CUPS, OR OVENS	99
F148 PARTICIPATE IN CREW MAINTENANCE DEBRIEFINGS	99
G205 CONDUCT FCS ACTIVITY BRIEFINGS	98
J269 PERFORM CRUISE OXYGEN STATION CHECKS	98
F204 VISUALLY INSPECT SPARE LIFE SUPPORT EQUIPMENT	98
F199 TURN IN AIRCRAFT LIFE SUPPORT EQUIPMENT	98
F142 LOAD CREW GEAR ON AIRCRAFT	97
J257 OPERATE B-52G FCS IN NORMAL MODES	97
G220 REVIEW BOMBER DEFENSIVE TACTICS	97
J261 PERFORM AFTER LEVEL OFF PROCEDURES	97
J296 PERFORM SYSTEM OPERATIONAL CHECKS	95
G215 PREPARE PILOT HIGH ALTITUDE ROUTE MAPS	95
F144 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	95
J268 PERFORM CHAFF DROP MONITORING PROCEDURES	95

TABLE A4

GROUP ID NUMBER AND TITLE: STG047, B-52G INSTRUCTORS

NUMBER IN GROUP: 5

PERCENT OF TOTAL SAMPLE: 2%

THE FOLLOWING ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D78 CONDUCT INITIAL QUALIFICATION TRAINING	100
F144 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	100
G212 PARTICIPATE IN MISSION PLANNING MORNING BRIEFINGS	100
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	100
E114 PREPARE AIRCREW TRAINING DEVICE FORMS	100
H246 PERFORM INTERIOR INSPECTIONS	100
G205 CONDUCT FCS ACTIVITY BRIEFINGS	100
J257 OPERATE B-52G FCS IN NORMAL MODES	100
J296 PERFORM SYSTEM OPERATIONAL CHECKS	100
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	100
G206 CONDUCT SPECIALIZED BRIEFINGS	100
G208 COORDINATE FCS ACTIVITIES WITH CREW	100
J263 PERFORM AIR REFUELING PROCEDURES ON B-52G	100
D77 CONDUCT CRITIQUES	100
F142 LOAD CREW GEAR ON AIRCRAFT	100
O431 PARTICIPATE IN MONTHLY INSTRUCTOR SEMINARS	100
F180 RECEIVE AFSATCOM MESSAGES	100
F148 PARTICIPATE IN CREW MAINTENANCE DEBRIEFINGS	100
F130 ADVISE MAINTENANCE PERSONNEL IN IDENTIFYING AIRCRAFT SYSTEMS MALFUNCTIONS	100
H245 PERFORM EXTERIOR INSPECTIONS	100
G213 PERFORM CREW INFORMATION FILE CHECKS	100
G207 COORDINATE AFSATCOM ACTIVITIES WITH CREW	100
J261 PERFORM AFTER LEVEL OFF PROCEDURES	100
O430 PARTICIPATE IN MONTHLY FLYING SAFETY MEETINGS	100
J277 PERFORM H HOUR CONTROL LINE (HHCL) PROCEDURES	100
J287 PERFORM OFF WATCH POINT (OWP) PROCEDURES	100
D103 REVIEW TRAINING PROGRESS WITH STUDENTS	80
D101 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	80
D74 ADMINISTER TESTS	80
A18 PREPARE BRIEFINGS	80
D104 SCORE TESTS	80

TABLE A5

GROUP ID NUMBER AND TITLE: STG044, TRAINING MANAGERS

NUMBER IN GROUP: 24

PERCENT OF TOTAL SAMPLE: 8%

THE FOLLOWING ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

TASKS	PERCENT MEMBERS PERFORMING
G220 REVIEW BOMBER DEFENSIVE TACTICS	100
E120 PREPARE SAC FORMS 206	100
O429 PARTICIPATE IN FIRE CONTROL PROCEDURES SEMINARS	100
J296 PERFORM SYSTEM OPERATIONAL CHECKS	100
J256 OPERATE B-52G FCS IN ALTERNATE (EMERGENCY) MODES	100
G206 CONDUCT SPECIALIZED BRIEFINGS	100
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	100
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	100
B26 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	96
D77 CONDUCT CRITIQUES	96
G239 REVIEW WEEKLY AIRCREW GROUND TRAINING SCHEDULES	96
O427 PARTICIPATE IN FCS MALFUNCTION ANALYSIS SEMINARS	96
B27 COUNSEL PERSONNEL	96
D81 CONDUCT RECURRING OR CORRECTIVE ACTION TRAINING	96
D83 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	96
G231 REVIEW FCS ACTIVITIES ON WEEKLY AIRCREW FLYING SCHEDULES	96
B38 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	92
D101 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	92
A18 PREPARE BRIEFINGS	92
D74 ADMINISTER TESTS	92
D89 DIRECT OR IMPLEMENT GROUND TRAINING PROGRAMS	92
B45 WRITE CORRESPONDENCE	92
D88 DIRECT OR IMPLEMENT FLIGHT TRAINING PROGRAMS	88
D103 REVIEW TRAINING PROGRESS WITH STUDENTS	88
D76 CONDUCT CONTINUATION TRAINING	88
C46 ANALYZE MISSION REQUIREMENTS	88
O426 PARTICIPATE IN CREW TACTICS TRAINING	88
D96 EVALUATE PROGRESS OF STUDENTS	83
D99 EVALUATE TRAINING METHODS OR TECHNIQUES	83
C52 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	83
C61 EVALUATE TRAINING SCHEDULES	79
B40 SUPERVISE APPRENTICE DEFENSIVE AERIAL GUNNERS AFSC 11130)	75

TABLE A6

GROUP ID NUMBER AND TITLE: STG023, HQ STAFF PERSONNEL

NUMBER IN GROUP: 5

PERCENT OF TOTAL SAMPLE: 2%

THE FOLLOWING ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
B45 WRITE CORRESPONDENCE	100
C73 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	100
A18 PREPARE BRIEFINGS	100
A3 DETERMINE MISSION PRIORITIES	100
A4 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	100
B26 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	100
A6 DEVELOP STANDARDIZATION, EVALUATION, OR INSPECTION PROCEDURES	100
G220 REVIEW BOMBER DEFENSIVE TACTICS	100
F158 PERFORM ALTITUDE CHAMBER PROCEDURES	100
M406 PREPARE DOCUMENTATION OF FCS MALFUNCTIONS IN GUNNER'S LOG	100
G208 COORDINATE FCS ACTIVITIES WITH CREW	100
M402 PERFORM POSTFLIGHT PROCEDURES	100
F130 ADVISE MAINTENANCE PERSONNEL IN IDENTIFYING AIRCRAFT SYSTEMS MALFUNCTIONS	100
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	100
J296 PERFORM SYSTEM OPERATIONAL CHECKS	100
A8 ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	80
A11 PARTICIPATE IN PLANNING OF HIGHER HEADQUARTERS DIRECTED (HHD) MISSIONS	80
C46 ANALYZE MISSION REQUIREMENTS	80
B31 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	80
C49 EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	80
D97 EVALUATE SUGGESTIONS	60
D87 DEVELOP TESTS FOR EVALUATING AIRCREW TRAINING PROGRESS	60
C52 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	60
C50 EVALUATE ALERT OR EMERGENCY PROCEDURES	60
G210 COORDINATE SPECIALIZED BRIEFINGS WITH OFFICE OF PRIMARY	60
D75 ADVISE UNIT GUNNERS OF LATEST EQUIPMENT MODIFICATIONS OR PROCEDURES	60
B38 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	60
B30 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	60
D84 DETERMINE FORMAL FLYING TRAINING COURSE REQUIREMENTS	60
A5 DEVELOP ORGANIZATIONAL CHARTS	40

APPENDIX B
REPRESENTATIVE TASKS PERFORMED BY MEMBERS
OF DAFSC GROUPS

TABLE B1

REPRESENTATIVE TASKS PERFORMED BY DAFSC 11130/50 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=153)
F195 TRANSMIT AFSATCOM MESSAGES	99
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	99
H246 PERFORM INTERIOR INSPECTIONS	99
G208 COORDINATE FCS ACTIVITIES WITH CREW	99
F177 PICK UP AND INSPECT FLIGHT LUNCHES	99
I249 PERFORM AFTER ENGINE START/BEFORE TAKEOFF PROCEDURES	99
F178 PICK UP COFFEE JUGS, WATER JUGS, HOT CUPS, OR OVENS	99
J281 PERFORM HIGH TARGET EXERCISES (HTE)	99
H245 PERFORM EXTERIOR INSPECTIONS	99
G207 COORDINATE AFSATCOM ACTIVITIES WITH CREW	99
I253 PERFORM CLIMB PROCEDURES	99
I254 PERFORM EQUIPMENT INTERFERENCE CHECKS	99
J284 PERFORM LOW TARGET EXERCISES (LTE)	99
H247 REVIEW AFTO FORMS 781A (MAINTENANCE DISCREPANCY AND WORK DOCUMENT)	99
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	98
F180 RECEIVE AFSATCOM MESSAGES	98
G215 PREPARE PILOT HIGH ALTITUDE ROUTE MAPS	98
F200 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	98
F201 UNLOAD CREW GEAR ON AIRCRAFT	98
J288 PERFORM ON WATCH PROCEDURES	98
F194 STOW AND SECURE PERSONNEL EQUIPMENT	98
I251 PERFORM BEFORE ENGINE START PROCEDURES	98
J269 PERFORM CRUISE OXYGEN STATION CHECKS	97
F146 ORDER AIRCREW FLIGHT LUNCHES	97
F142 LOAD CREW GEAR ON AIRCRAFT	97
F148 PARTICIPATE IN CREW MAINTENANCE DEBRIEFINGS	97
F204 VISUALLY INSPECT SPARE LIFE SUPPORT EQUIPMENT	97
J296 PERFORM SYSTEM OPERATIONAL CHECKS	96
G205 CONDUCT FCS ACTIVITY BRIEFINGS	96
G220 REVIEW BOMBER DEFENSIVE TACTICS	95
F144 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	93
G212 PARTICIPATE IN MISSION PLANNING MORNING BRIEFINGS	93
J268 PERFORM CHAFF DROP MONITORING PROCEDURES	93

TABLE B2

REPRESENTATIVE TASKS PERFORMED BY DAFSC 11170 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=127)
J288 PERFORM ON WATCH PROCEDURES	99
I253 PERFORM CLIMB PROCEDURES	98
H246 PERFORM INTERIOR INSPECTIONS	98
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	98
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	98
F180 RECEIVE AFSATCOM MESSAGES	98
I249 PERFORM AFTER ENGINE START/BEFORE TAKEOFF PROCEDURES	98
H245 PERFORM EXTERIOR INSPECTIONS	98
H247 REVIEW AFTO FORMS 781A (MAINTENANCE DISCREPANCY AND WORK DOCUMENT)	98
G208 COORDINATE FCS ACTIVITIES WITH CREW	98
F194 STOW AND SECURE PERSONNEL EQUIPMENT	97
F195 TRANSMIT AFSATCOM MESSAGES	97
I254 PERFORM EQUIPMENT INTERFERENCE CHECKS	97
G207 COORDINATE AFSATCOM ACTIVITIES WITH CREW	97
F203 VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	97
J287 PERFORM OFF WATCH POINT (OWP) PROCEDURES	96
G205 CONDUCT FCS ACTIVITY BRIEFINGS	96
F142 LOAD CREW GEAR ON AIRCRAFT	96
J261 PERFORM AFTER LEVEL OFF PROCEDURES	96
J281 PERFORM HIGH TARGET EXERCISES (HTE)	96
G220 REVIEW BOMBER DEFENSIVE TACTICS	95
I251 PERFORM BEFORE ENGINE START PROCEDURES	95
F148 PARTICIPATE IN CREW MAINTENANCE DEBRIEFINGS	95
F201 UNLOAD CREW GEAR ON AIRCRAFT	94
J269 PERFORM CRUISE OXYGEN STATION CHECKS	94
F144 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	93
J296 PERFORM SYSTEM OPERATIONAL CHECKS	92
E120 PREPARE SAC FORMS 206	92
F171 PERFORM PERSONAL EQUIPMENT INSPECTION	92
O426 PARTICIPATE IN CREW TACTICS TRAINING	85
A018 PREPARE BRIEFINGS	75
B26 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	64
B45 WRITE CORRESPONDENCE	58

TABLE B3

REPRESENTATIVE TASKS PERFORMED BY DAFSC 11190 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=19)
B45 WRITE CORRESPONDENCE	100
A8 ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	100
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	95
E120 PREPARE SAC FORMS 206	95
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	95
F195 TRANSMIT AFSATCOM MESSAGES	95
J296 PERFORM SYSTEM OPERATIONAL CHECKS	95
F180 RECEIVE AFSATCOM MESSAGES	89
G220 REVIEW BOMBER DEFENSIVE TACTICS	89
A3 DETERMINE MISSION PRIORITIES	84
C46 ANALYZE MISSION REQUIREMENTS	84
B38 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	84
B27 COUNSEL PERSONNEL	84
D89 DIRECT OR IMPLEMENT GROUND TRAINING PROGRAMS	84
G231 REVIEW FCS ACTIVITIES ON WEEKLY AIRCREW FLYING SCHEDULES	84
A9 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	79
G239 REVIEW WEEKLY AIRCREW GROUND TRAINING SCHEDULES	79
J256 OPERATE B-52G FCS IN ALTERNATE (EMERGENCY) MODES	79
D82 CONDUCT TRAINING CONFERENCES OR BRIEFINGS	74
D104 SCORE TESTS	68
A23 SCHEDULE FLIGHT TRAINING	68
A24 SCHEDULE GROUND TRAINING	63
A4 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	58
D103 REVIEW TRAINING PROGRESS WITH STUDENTS	58
C73 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	58
C61 EVALUATE TRAINING SCHEDULES	58
A11 PARTICIPATE IN PLANNING OF HIGHER HEADQUARTERS DIRECTED (HHD) MISSIONS	58
D96 EVALUATE PROGRESS OF STUDENTS	53

TABLE B4

REPRESENTATIVE TASKS PERFORMED BY DAFSC 11100 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=5)
B45 WRITE CORRESPONDENCE	100
C73 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	100
B38 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
C46 ANALYZE MISSION REQUIREMENTS	100
F195 TRANSMIT AFSATCOM MESSAGES	100
F183 RECEIVE ULTRA HIGH FREQUENCY (UHF) RADIO MESSAGES	100
D97 EVALUATE SUGGESTIONS	100
G220 REVIEW BOMBER DEFENSIVE TACTICS	100
A18 PREPARE BRIEFINGS	100
C61 EVALUATE TRAINING SCHEDULES	100
D82 CONDUCT TRAINING CONFERENCES OR BRIEFINGS	100
B26 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	100
J257 OPERATE B-52G FCS IN NORMAL MODES	100
J272 PERFORM FIRE CONTROL CHECKOUT PROCEDURES	100
E108 MAINTAIN SAC FORMS 663 (GUNNERY TRAINING MONTHLY RECAP)	100
J299 SELECT OPTIMUM MODE/CONFIGURATION FOR FCS OPERATIONS	100
J256 OPERATE B-52G FCS IN ALTERNATE (EMERGENCY) MODES	100
B27 COUNSEL PERSONNEL	80
D75 ADVISE UNIT GUNNERS OF LATEST EQUIPMENT MODIFICATIONS OR PROCEDURES	80
O426 PARTICIPATE IN CREW TACTICS TRAINING	80
D88 DIRECT OR IMPLEMENT FLIGHT TRAINING PROGRAMS	80
A9 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	80
B35 IMPLEMENT SECURITY PROGRAMS OR PROCEDURES	80
C59 EVALUATE SECURITY PROGRAMS	80
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	80
A12 PLAN CONVENTIONAL EMPLOYMENT OF FIRE CONTROL SYSTEMS (FCS)	80
E109 MAINTAIN SELF-INSPECTION RECORDS	80
B44 SUPERVISE DEFENSIVE AERIAL GUNNERS/TECHNICIANS (AFSC 11170)	60
D89 DIRECT OR IMPLEMENT GROUND TRAINING PROGRAMS	60
C62 EVALUATE WORK SCHEDULES	60